

F 6 '@Y]dn]['l %+ 'ghØfa h']bg'8: 6!:]bU`Y.
) .%'[Y[Yb`Ghi hh[Ufh°

F 6 '@Y]dn]['l %+ '[Yk]bbh'ja ' <U`VZ]bU`Y`XYf'8: 6!
BUWk i Wg`][U'a]h') .%'[Y[Yb`Ghi hh[Ufh'i bX`n]Y\h']bg':]bU`Y
Y]b"



@Y]dn][ž'8Yi hgWk`UbX`!`F 6 '@Y]dn]['l %+ '\Uh`Y]bXfi W_gj c``XUg
:]bU`Y`XYf'8: 6!BUWk i Wg`][U`YffY]Wk hž`bUWkXYa`'a Ub`ja
<U`VZ]bU`Y`XYb`J Z6`Ghi hh[Ufh'a]h') .%`VYg]Y[hY""8]YgYg
XYb_k ØfX][Y`Gd]Y`ZubX`i bhYf`gWk]Yf][Yb`6YX]b[i b[Yb`ghUhhž`XU
ghUf_Yf`FY[Yb`X]Y`Gd]Y`Yf`Ui Z`XYa`'D`Uhn`\YfUi gZcfXYfhY""8 Ug
GhUX]cb`k Uf'a]h',) \$`Ni gWk Ui Yfb`[i h`VYgi Wk hž`k Å\fybX
GWk]YXgf]Wk hYf'8Uj]X`Fi g`X]Y`DUfh]Y`Y]hYhY""8]Y`@Y]dn][Yf
VY[UbbYb`gWk`YWk hž`XYbb`gWkcb`]b`XYf`("A]bi hY`VfUWk hY`9fhi [fi`
M][]h`XYb`J Z6`Ghi hh[Ufh']b': Ø\fi b["

@Y]dn][g`Hcb`]@Ub[ghY]bYf`\UhhY`]b`XYf`%\$`"A]bi hY`DYWk ž`U`g`Yf
XYb`DZcghYb`hfUZ`Hfchn`XYg`F ØW_ghUbXg`Xca]b]YfhYb`X]Y`@Y]dn][Yf
X]Y`DUfh]Yž`_ccbhYb`YXcWk`ni bÅWkgh`_Y]bYb`5i g[`Y]Wk`Yfn]Y`Yb"

B U\`Y]bYa`F Y[YbgW\Ui Yf`ZUW\hY`XUg`Gd]Y`UV`i bX`X]Y`@Y]dn][Yf
[]b[Yb`a`]h`Y]bYa`\$.%`]b`X]Y`<U`VnY]hdUi`gY"

7ca YVUW_`]b`XYf`nk`Y]hYb`<U`VnY]h

⊕`XYf`nk`Y]hYb`<U`VnY]h`nY][hYb`X]Y`Gd]Y`Yf`j`cb`F`6`@Y]dn][`Y]b
ghUf`_Yg`7ca`YVUW_`"6Ybbc`?U`hYZY]hYf`Yfn]Y`hY`]b`XYf`)`-`"A`]bi`hY
XYb`5i`g[`Y]W\ž`VYj`cf`B`Ui`a`Ubb`bi`f`gYW\g`A`]bi`hYb`gd`Å`hYf`X]Y
:`Ø`fi`b[`ZØf`@Y]dn][`Y`fghY`hY`"B`_c`Hca`UgYj`]WYf`\`Ø`hY`]b`XYf`+)`"
A`]bi`hY`Ui`Z`'.%ž`i`bX`]b`XYf`B`UW\gd]Y`nY]h`fi`bXYhYb`@Ybbm`:`fUb`_Y
i`bX`B`Ui`a`Ubb`X`Ug`gci`j`Yf`Å`bY`9`bXYf[`YVb]g`j`cb`.)`.%`UV`"F`6
@Y]dn][`g]W\YfhY`g]W\X`Ua`]h`Yfgha`U`g`gY]h`&\$%(`k`]YXYf`Y]bYb`D`Uhn
]a`:`]bU`Y"

A`Ubi`Y`6`Ui`a`ž`XYf`gW\Y]XYbXY`B`UW\k`i`W`gW\YZj`cb`F`6`@Y]dn][`ž
`c`VhY`X]Y`GW\`i`ggc`ZYbg]j`Y`gY]bYf`A`UbbgW`UZh`i`bX`gdfUW\`j`cb
;`ØW_`]b`XYb`YfghYb`nY`\b`A`]bi`hYb`b`UW\`XYf`<U`VnY]h`8`Y
A`UbbgW`UZh`\`UhhY`ni`j`cf`Ui`W`X`Ug`J`]YfhY`Z]bU`Y`gd`UbbYbX
[`YghU`hYh`8`cfh`gYhhY`a`Ub`g]W\`]b`Y]bYa`d`UW`YbXYb`8`i`Y`a`]h
(`.'`[`Y[`Yb`XYb`%":`7`?`Ò`b`Xi`fW\ž`k`cVY]`<UbbYg`<cd`_Y]b`XYf
%*`"A`]bi`hY`XYb`Yb`hgW\Y]XYbXYb`HfY`ZYf`Yfn]Y`hY"

8]Y`:`]bU`j`cfVYfY]hi`b[

8`Ug`:`]bU`Yž`XUg`Ua`_ca`a`YbXYb`K`c`W\YbYbXY`ghUhhZ]bXYb`k`]fXž
k`]fX`[`Y[`Yb`XYb`G]Y[`Yf`XYg`<U`VZ]bU`gd]Y`g`nk`]gW\Yb`6`cfi`gg]U
A`ØbW\Yb[`UXVUW\`i`bX`XYa`:`7`6`UmYfb`A`ØbW\Yb`Ui`g[`YhfU[`Yb`"
@Y]dn][`Y`Uh]b`XYf`<Ui`dhfi`bXY`U`g`HUVY`YbYfghYf`XYf`GhUZZY`
B`cfX`#B`cfX`cgh`a`]h`*`*`Di`b`hYb`UV[`YgW\`cggYbž[`Y`Zc`[`hj`cb`J`Z@
K`c`ZgVi`f[`a`]h)`-`Di`b`hYb`i`bX`GJ`K`YfXYf`6`fYa`Yb`a`]h)`'
Di`b`hYb`"HfU]bYf`D\`]dd`GY]X`Yf`VYhcb`h`X]Y`[`i`hY`HYUa`UfVY]h`i`bX
X]Y`VfY]hY`J`]Y`ZU`h`Ub`Hc`fgW\`Ø`hnYb`]a``?`UXYf"

⊕`XYf`Ui`ZYbXYb`GU]gcb`[`UV`Yg`j`]Y`Y`gd`UbbYbXY`6Y[`Y[`bi`b[`Ybž
i`bX`X]Y`9`bXfi`bXY`i`a`X]Y`8Yi`hgW\Y`6!`ž`b]cfYb!A`Y]ghYfgW\UZh`\`Uh
Y]b`\c\Yg`⊕`hYfYggY`Ui`Z`g]W\`i`[`Ync[`Yb`"8]Y`@[`U`gi`W\h`bi`b`Y]bYb
B`UW\Zc`[`Yf`ZØf`5`fa`]b]U`6]Y`YZY`Xž`X]Y]b`XYf`YhhYb`GU]gcb`Ui`Z
F`Ub[`nk`Ò`Z`UbXYhYb`i`bX`XYbbc`W\`ZØf`X]Y`_ca`a`YbXY`8`:`6!

B U\k i \g`][U'ghUfhVYfY\h][h'g]bX" '9]bhfU\h: fUb_Zi fh\Uh'g]W
 YVYbZU`g'ZØf'X]Y'9bXfi bXY`ei U`Z]n]Yfh'i bX'ghfYVh'Y]bY
 YfZc`[fY]WY`F ØW__Y\ f'Ubž'k Å\ fYbX'Ui W`6UmYf`\$('@Yj Yf_i gYb
 i bX`6cfi gg]U`8cfha i bX`]b`XYf`9bXfi bXY`j YfhfYhYb`g]bXž'k cVY]
 `YmhYfYf`VYfY]hg`g]YVYb`H]hY``[Yk cbbYb`\Uh"

8]Y`<U`VZ]bU`gd]Y`Y`k YfXYb`j] Y`ØVYfhfU[Ybž'i bX`X]Y`Ni gWUi Yf
 XØfZYb`g]W`Ui ZY]b`gdUbbYbXYg':]bU`Y`ZfYi Yb" `F 6`@Y]dn][`Uh
 g]W`a]h'Y]bYf`ghUf_Yb`@Y]ghi b[`]b`X]Y`<Ui dhfi bXY`i bX`Ymh]bg
 :]bU`Y`[Y_Aa dZhi bX`]gh`ZYgh`YbhgW`cggYbž`X]YgYb`9fZc`[`ni
 _fØbYb"

: Øf`k Y]hYfY`=bZcfa Uh]cbYb`ni `X]YgYf`gdUbbYbXYb`GU]gcb`_ØbbYb
 X]Y`@YgYf`j n"XY`i bX`XZV"XY`VYgi WYbž'i a`_Y]bY`k Y]hYfYb
 9bhk]W`i b[Yb`ni`j YfdUggYb"

8YhU]`g	
JcfZU`	Gcbgh][Yg
Cfh	@Y]dn][ž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "j n"XY • k k k "XZV"XY

6Ygi WYb`G]Y`i bg`Ui Z.`b!U["bYh